

PARTICIPANT MANUAL

BRHD Supervisors Session One



Diversity Equity & Inclusion

SESSION OBJECTIVES



Understand the terminology within diversity, equity, and inclusion.

Share some insights into our own cultural experiences.

Explore the history of racial inequity.

Dialogue on ways that equity and inclusion can be promoted.

Here's the game plan for our time together.

Notes:

WHY PREVIOUS DEI EFFORTS FAILED

- No clear business case.
- Focus on attitudes versus behaviors.
- Little focus on the root causes of exclusion and inequity.
- Mandatory participation in programs and activities.



The best equity and inclusion efforts strive to make incremental progress that can be sustained.



Notes:

EQUITY, INCLUSION, AND PRODUCTIVITY



Talent



Innovation and
Group Performance



Reputation and
Responsibility



Financial
Performance

Across the sectors, leveraging the diverse talents and skills of the organization has always been the key to success.

At this stage, the value of a focus on diversity, equity, and inclusion is pretty well documented. The statistics demonstrate increased organizational productivity.



Notes:

"MATCH" THE "COLUMNS"

USE THE "CHAT" TO SHARE YOUR RESPONSES

A Prejudice

B Bigotry

C Stereotype

D Racism

E Bias

F Discrimination

1 a widely held but fixed and oversimplified image or idea

2 prejudice in favor of/or against, usually in a way considered to be unfair.

3 the act of recognizing a difference

4 an opinion formed without taking the time to and care to judge fairly.

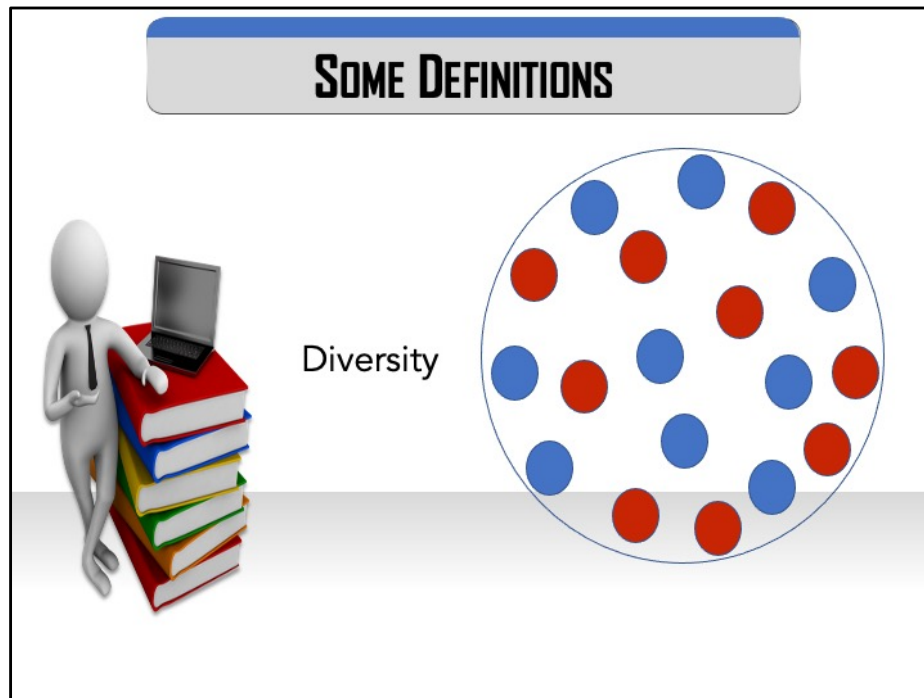
5 systemic oppression of one racial group to the advantage of another

6 intolerant prejudice without support of fact or reason.

Clarifying some of the terminology that is used is an important first step. Confusion over it can automatically become a barrier to dialogue and conversation.



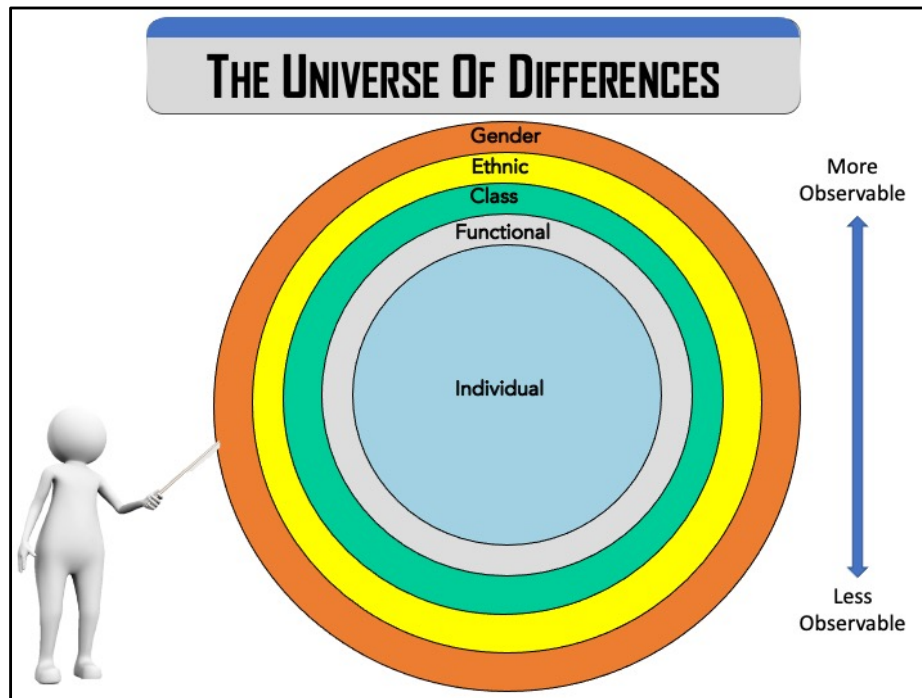
Notes:



Most organizations have "diversity". The idea is to leverage its value, across, up, and down, the organization.

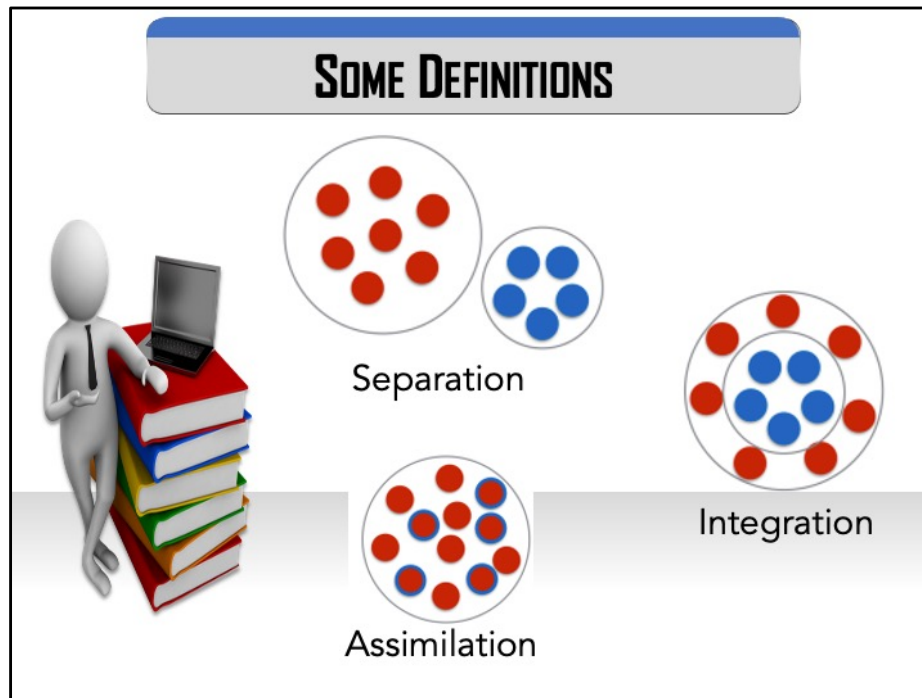


Notes:



At the end of the day, we're all different!
Some differences are harder to bridge,
mainly because of lack of knowledge and
fear.

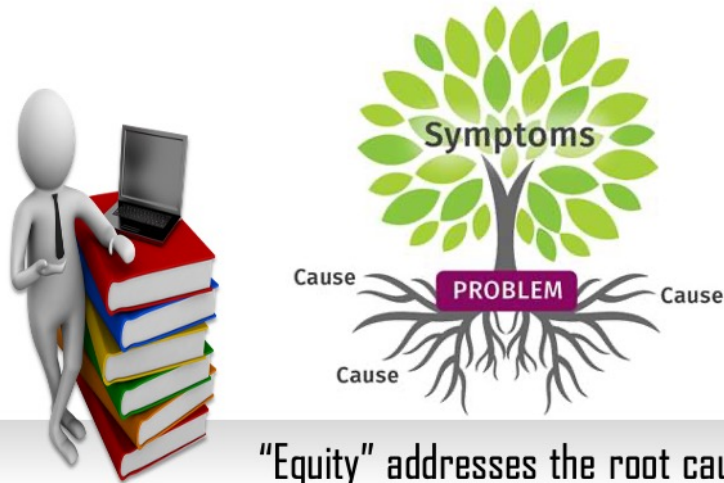
Notes:



None of these respect the unique qualities of a person.

Notes:

SOME DEFINITIONS

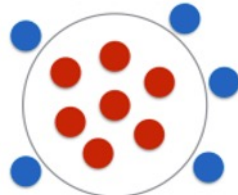


"Equity" addresses the root causes of unequal access to opportunities

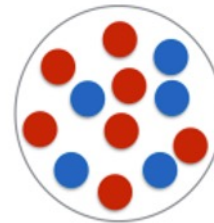
Equity is all about addressing the systemic reasons why a process will tend to always deliver biased outcomes regardless of intent.

Notes:

SOME DEFINITIONS



Exclusion



Inclusion

Exclusion is quite often the more insidious problem. It can be rooted in implicit and/or unconscious bias.

Notes:

"MAJORITY" AND "MINORITY" DYNAMICS

	"Majority"	"Minority"
1	'Fundamentally superior'	'Fundamentally inferior'
2	Entitlement	Denial Of Access
3	Positive reinforcement	Internalized oppression
4	Tends towards insensitivity	Tends towards hyper-sensitivity
5	Makes the rules	Critical to learn the rules
6	Little incentive to broaden	Constantly stretched

You'd likely see these dynamics at work anywhere in the world.



Notes:

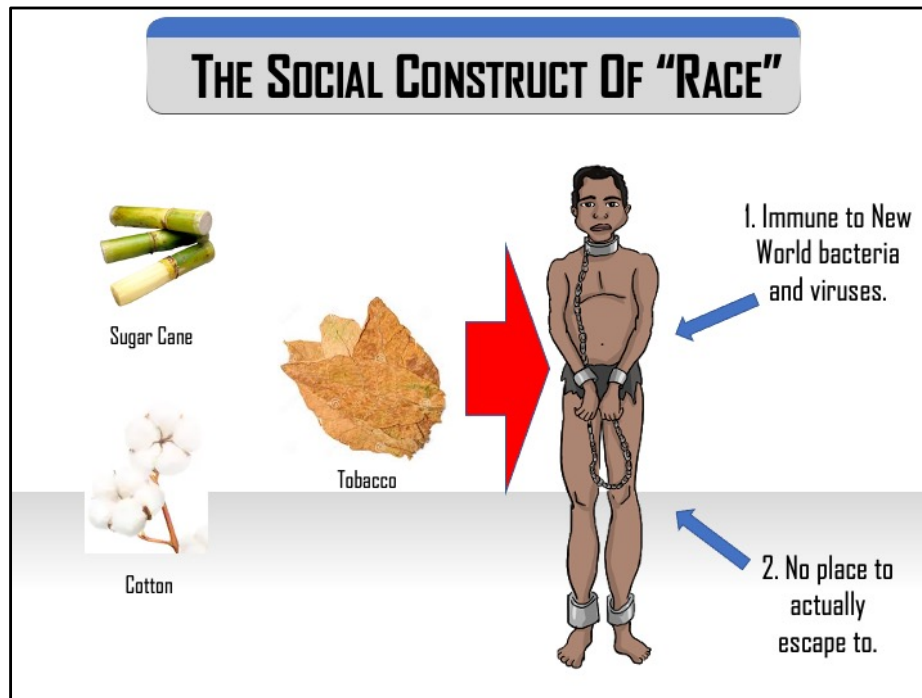
THE SOCIAL CONSTRUCT OF "RACE"



Even the Greek "Pantheon" was composed of multiple ethnicities!

The recognition that the concept of "race" does not exist can be vital to making real progress in equity and social justice.

Notes:



The long and painful history of slavery has had a lasting impact on our culture.



Notes:

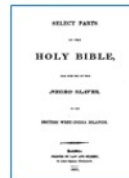
SOCIAL JUSTIFICATION OF "RACE"



"Property
Rights"



"The Great Chain
Of Being"



"The Slave
Bible"

Once Africans and their descendants had been classified as another species, the justification for their treatment was logical.

Notes:

BIOLOGICAL JUSTIFICATION OF "RACE"



Carolus
Linnaeus



Alfred
Binet



Gregor
Mendel

Based on the social justification, science presumed to support the broad-based contention of a inherent inferiority.



Notes:

LEGAL JUSTIFICATION OF "RACE"



Dredd Scott
Case



Jim Crow
Laws



Plessy v.
Ferguson

Laws and statutes imbedded mindsets and stereotypes that have proven to be nearly impossible to undo.

Notes:

GENERATIONAL TRAUMA

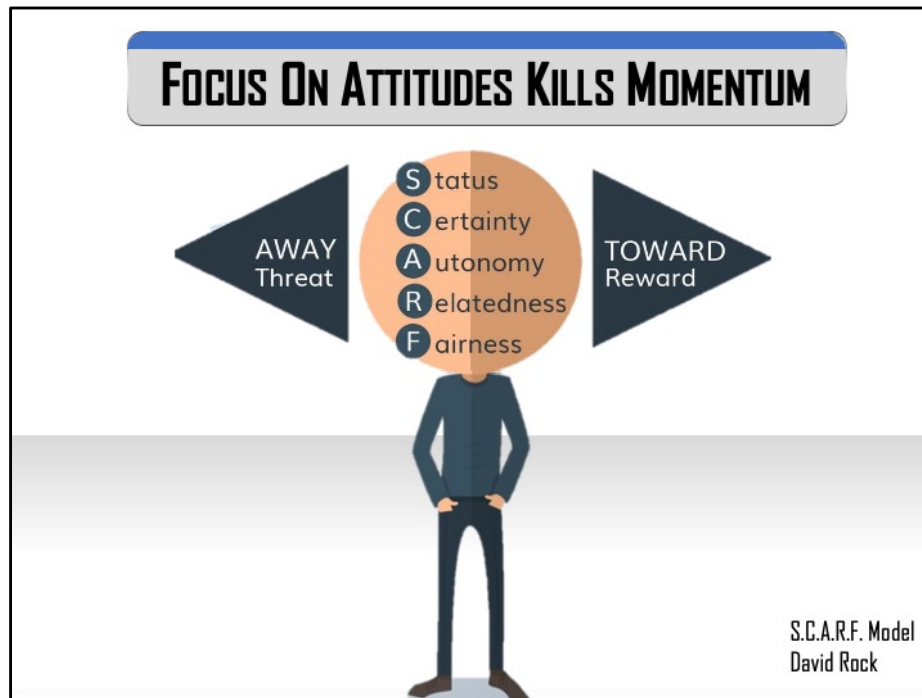
"Trauma can leave a chemical mark on a person's genes, which can then be passed down to future generations. This mark doesn't cause a genetic mutation, but it does alter the mechanism by which the gene is expressed. This alteration is not genetic, but epigenetic".

Dr. Chris Rock

Associate Professor ,Weill Cornell Medicine, Tri-Institutional Program in Computational Biology and Medicine between Cornell, Memorial Sloan-Kettering Cancer Center and Rockefeller University.

The trauma of this kind of historical experience can continue to impact each successive generation.

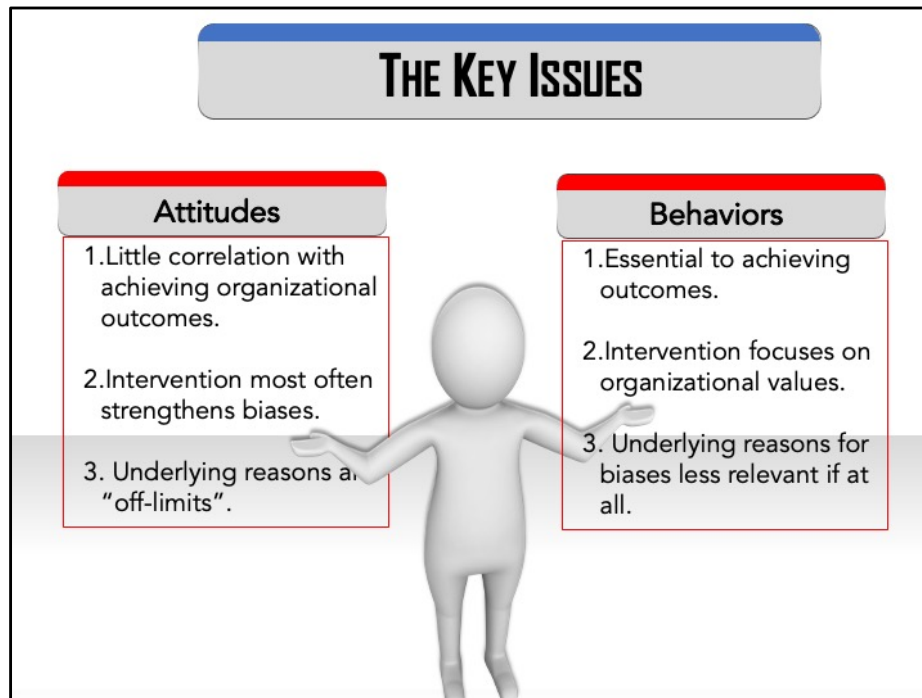
Notes:



It would be great if we could change someone's attitude but, productive or not, people do have a right to their opinion.



Notes:



However, they are not allowed to behave in a manner that undermines the organization's values and its service delivery mission.



Notes:
